

MASTER CONTRACT AGREEMENT

BETWEEN

TRI-COUNTY
COMMUNITY SCHOOL DISTRICT

AND

TRI-COUNTY
EDUCATION ASSOCIATION

JULY 1, 2007 - JUNE 30, 2008

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LOCAL EMPLOYMENT
RELATIONS BOARD

32.5
Employees

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ARTICLE I

PREAMBLE

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement. It is agreed as follows:

ARTICLE II

RECOGNITION

That the District hereby recognizes the Association as certified exclusive and sole bargaining representative for all personnel, as set forth in the PERB certification instrument (Case No. 752) issued by the PERB on the 21st day of September, 1976, full or part time basis, employed by the Board of Education of the District.

The term "District", as used in the Agreement shall mean the Board of Education of the Tri-County Community School District or its duly authorized representatives.

The term "employee", as used in the Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "Association", as used in the agreement, shall mean the Association or its duly authorized representatives or agents.

ARTICLE III

GRIEVANCE PROCEDURE

Section 1.

A grievance shall mean only a complaint that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.

Section 2.

(a) Every member of the bargaining unit along with the Association covered by this agreement shall have the right to present grievance in accordance with these procedures, and more than one member of the bargaining unit with the same grievance shall join in this grievance.

(b) The failure of a member of the bargaining unit (or in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement in writing.

(c) It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.

Section 3.

(a) First Step

An attempt shall be made to resolve any grievance in verbal discussion between grievant and his or her principal.

(b) Second Step

If the grievance cannot be resolved verbally, the aggrieved party shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within twenty (20) school days from the date of occurrence of the event-giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing with reasons therefore to the party and the Superintendent, if the Superintendent is different than the building principal, within ten (10) school days after receipt of the grievance.

(c) Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved party shall file, within five (5) school days of the principal's written grievance at the second step, a copy of the grievance with the Superintendent if the Superintendent is different than the building principal. Within ten (10) school days after such written grievance is filed, the aggrieved and the Superintendent or the Superintendent's designee shall meet to resolve the grievance. The Superintendent or the Superintendent's designee shall file an answer with reasons therefore within ten (10) school days of the third-step grievance meeting and communicate in writing to the teacher and the principal.

(d) Fourth Step

If the grievance is not resolved satisfactorily at Step Three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving party to the Superintendent within thirty (30) days from receipt of the Step Three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven days, the Public Employment Relations Board (PERB) will be requested to provide a panel of arbitrators. The parties shall determine by coin toss which party shall have the right to remove the first name from the list. Each of the two (2) parties shall alternately strike one name at a time from the list until one shall remain. The party selected to remove the first name shall do so within three (3) working days after receipt of the list. Each party shall have one working day to remove the next name. The remaining name shall be the Arbitrator. The decision of the Arbitrator shall be final and binding on both parties.

Expenses for the Arbitrator's services shall be borne equally by the School District and the Association. The Arbitrator, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The Arbitrator's authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Association and the Arbitrator's decision must be based solely and only upon the Arbitrator's interpretation of the meaning or application of the express relevant language of the Agreement.

Section 4.

If the Association or any employee files any claim or complaint in any form other than the grievance procedure of this agreement, then the School District shall not be required to process the same claim or set of facts through the grievance procedure.

Section 5.

An aggrieved person may represent themselves at all stages of the grievance procedure and or, at the employee's request, by a representative of the association, and likewise, the principal may have another member of the administration, and or a representative, present at all stages.

Section 6.

In the event that arbitration takes place within school hours, the person or persons involved shall be released from school duties to participate in arbitration proceedings without loss of pay.

ARTICLE IV

LEAVE

Section 1. Sick Leave (with full pay) Each employee shall be entitled leave of absence for personal illness or injury with full pay in the following minimum amounts. 1st year of employment - 10 days; 2nd year - 11 days; 3rd year - 12 days; 4th year - 13 days; 5th year - 14 days; 6th and subsequent year of employment - 15 days. The above amounts shall apply only to consecutive years of employment in the same school district, and unused portions shall be accumulated to a total of 115 days as of the first day of school. Each year the employee shall be given a written accounting of the accumulated sick leave during the first quarter of each school year. Sick leave which is used for an employee's doctor, dentist or similar medical appointment shall be limited to a half day per appointment and five (5) days of sick leave per contract year.

***SICK LEAVE BANK-**Any certified employee, whose sick days exceed the accumulated 115 days of sick leave, may place up to 10 of the extra days into a Certified Employee Sick Leave Bank each year. Any certified employee may draw on this Sick Leave Bank to a maximum of 20 days in any year in which all of their available sick leave has been exhausted. Unused portions of the Sick Leave Bank shall accumulate from year to year. These days may only be used by a certified employee who incurs a catastrophic illness or injury while under contract.

In case of extended illness (in excess of 5 days), the board or administration may require an employee to furnish a medical certificate from a qualified physician as evidence of illness, in order to qualify for sick leave pay. However, the final determination as to the eligibility for sick leave pay is reserved to the district.

Section 2. Personal Leave (with full pay) At the beginning of every school year, each employee shall be credited with three days of personal leave to be used for the employee's personal business. An employee planning to use a personal leave day or days shall notify their principal at least one day in advance, except in case of emergency. Personal leave shall be used in no smaller increments than half days if a substitute teacher must be provided, and shall be without pay if the employee is paid by any other District, corporation, or individual for services performed during said personal leave. **Such leave may be granted immediately before or after a scheduled vacation period, the last week of school, upon Superintendent discretion. No more than a total of three (3) employees with a maximum of two (2) employees from the K-6 or 7-12 grade level will be granted personal leave on the same day of school. Additional employees may be granted personal leave at the discretion of the Superintendent.**

Employees will be allowed to use personal leave during the last week of school under the following conditions:

- to attend state track meets, state golf meets, state tennis meets and other events of a similar nature when the employee's child, employee's stepchild, employee's foster child, or when a child which the employee has been appointed legal guardian is a participant.
- to extend bereavement leave in cases where five (5) and three (3) bereavement days have been granted.
- to prepare for or travel to the graduation of an employee's child,
- employee's stepchild, employee's foster child, or a child, which the employee has been appointed legal guardian. One (1) day will be allowed for the preparation of a high school graduation.

Employees shall be paid \$50.00 for each unused personal day. Said payment shall be part of the employee's June payroll check. Any employee not wishing to be paid for unused personal days, may carry over up to one (1) day of unused personal leave each year, not to exceed four (4) days of personal leave per year.

Section 3. Professional Leave (with full pay) Each employee shall be credited with two days professional leave to be used by said employee for professional education improvement, advancement, and continuing education, upon application to the building principal and approval of the Superintendent. Only (1) one day may be used to attend coaching clinics. The School District will pay registration fees for conferences/meetings up to **(\$75) dollars**. The District will either provide transportation or necessary mileage expenses for conferences/meetings held in the State of Iowa at the rate set by the Board of Education. Additional days may be granted at the discretion of the Superintendent.

Section 4. Bereavement/Serious Illness Leave (with full pay)

FIVE (5) DAYS Each employee shall be granted per immediate family member up to five (5) days for serious illness per year and up to five (5) days of bereavement leave in the event of death. Immediate family shall be a member of the following group: parent, spouse, child, parent-in-law, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, and any other member of the immediate household. Employees shall be granted bereavement leave in the event of a death of a friend or relative outside the employee's immediate family at the discretion of the superintendent. Each employee shall be granted serious illness leave upon the birth of an employee's child.

Section 5. Association Leave (with full pay) Two (2) days of Association Leave shall be credited for use during the Spring ISEA Delegate Assembly. One (1) day each shall be used by the delegate and the alternate delegate from the Association.

Section 6. Special Leave Any employee may be granted additional temporary leave of absence with or without pay at the sole discretion of the Superintendent and this decision will not be subject to the grievance procedure. However, all other eligible leaves must be exhausted prior to requesting any additional temporary leave under this provision.

Section 7. Family Illness Days. An employee may use up to six (6) sick leave days for the care of an employee's ill:

- a) spouse/significant other
- b) dependent child, including medical appointments.
- c) parent/parent in law

ARTICLE V

BASIC EMPLOYMENT CONDITIONS

Section 1. School Work Year

The schoolwork year shall be 190 days, and the length of the day shall be from 7:45 a.m. to 3:45 p.m. Monday through Thursday. On Friday, the day before a holiday, and in the event of early dismissal due to inclement weather, the length of the day shall be from 7:45 a.m. until the buses leave. The school day before a holiday vacation will be dismissed at 2:30 PM. However, given permission by an administrator, a teacher may leave early or arrive late prior to taking up of class. Any Additional days required by the state legislature shall be paid per diem based on step and lane of the salary schedule.

Section 2 Voluntary Transfers

Employees who desire a change in grade/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the employee desires to be assigned and the school or schools to which the employee desires to be transferred, in order to preference. Such requests for transfers and reassignments for the following year shall be submitted not later than the posted date on the notice set by the superintendent. A notice will be posted in each of the three administration offices. The determination as to voluntary transfers shall be considered on the basis of seniority, certification, academic preparation, and ability.

Section 3. Involuntary Transfers

Involuntary transfers shall be considered on the basis of seniority, certification, academic preparation, and ability. Employees being involuntarily transferred from their present positions shall have preference over those seeking voluntary transfers, in regard to choice among those positions, which are vacant. Employees will be notified of an involuntary transfer before the end of the school year. If the district determines an involuntary transfer is necessary after school is out the employee will be notified as soon as possible.

Section 4. Additional Provisions

When the district has determined that a vacancy exists the vacancy will be posted in the building at least two (2) school days prior to advertising the vacancy.

If an employee is involuntarily transferred or does not receive a voluntary transfer the employee will have the opportunity to discuss the transfer with the Superintendent prior to filling the vacancy. If the employee is not hired to fill the vacancy the employee will be notified at least one day prior to filling the vacancy.

Section 5. Teaching Load

Teachers shall be informed of their teaching schedule by the end of the school year, if possible; however, subject to changes that may appear during the summer vacation period. It is understood and agreed that the District and Administration shall direct the work and have the exclusive authority to determine teaching load, preparation time and class size. When Teacher A, uses their own prep time to substitute for Teacher B, Teacher A will be paid \$15.00 for each substitution. Time sheets will be turned into the principal, signed, and given to the Board Secretary by the date set by the secretary.

Section 6. School Calendar

The Association and its members shall be notified in advance of the presentation to the District of the proposed school calendar. The decision of the District on the school calendar shall be final. The adopted school calendar shall be furnished to the Association and its members.

Section 7. Staff Reduction

In the event the Employer determines that it is necessary to have a reduction of staff, the following procedures shall be followed:

(a) Layoffs will be made within the following categories: K-6: Regular classrooms, 7-12, Special Areas.

It is the intention of the parties that the above categories shall be considered as separate units.

(b) Given the necessity to maintain the most competent and qualified staff available the Employer in determining which employees are to be reduced will consider:

1. The need to maintain programs of the District.

2. Ability

a. As determined by past and present evaluations reflected by documents in the personnel file.

3. If the above considerations are relatively equal among affected employees, the least senior employee will be reduced. Seniority means an employee's length of full time continuous service with the Employer since the last semester of hire as a certified teacher on staff. A part-time teacher shall accrue seniority on a prorated basis.

(c) Once the decision as to the teacher(s) who is (are) to be reduced has been made, the parties shall follow the procedures spelled out in Sections 279.15 of the Iowa Code.

(d) Recall

Laid off employees shall advise the Superintendent of their current addresses and other employment during layoff. Employees shall have recall rights to the category from which the employee was laid off, if said employee is still employed with the District (e.g. coaches, sponsors). If the employee is no longer employed with the District, after two (2) years have elapsed since their layoff, they shall have no recall rights. The District's recall notice shall be sent by certified mail to the employee's last known address. Employees shall accept or reject the position by certified mail to the Superintendent within ten (10) days of the mailing of the notice and will be able to commence employment on the date specified in the notice or all recall rights are terminated.

ARTICLE VI

INSURANCE

Section 1. Full Time Employee

The District agrees to contribute on a per month basis, and \$430.00 during the 2007-2008 contract, for each full time employee. All full time employees must take the single health insurance plan offered by the District and any remaining monies may be applied toward coverage for family Health and Major Medical, Life, Dental, Annuity, Long Term Disability, **Cash Payout**, and/or other plans which the District and the Association agree.

Section 2. Employees With a .75 FTE Contract or Greater.

The District agrees to contribute on a per month basis at the same rate of employment for each part time employee. This benefit is to be applied toward coverage for Health and Major Medical, Life, Dental, Annuity, Long Term Disability and/or other plans which the District and the Association agree at the same rate as the employees contract percentage.

For example: An employee with a .75 FTE contract will receive 75% of the contribution that a full time employee receives.

Section 3. Employees will be reimbursed for their required physicals according to board policy, which is \$65.00, or actual cost, whichever is less. Employees must provide evidence that the charges for the physical have been submitted to the insurance carrier for payment.

Section 4. At the beginning of each insurance contract year, the District will give written notice to each employee concerning the following information:

- 1) District Contribution to Insurance Benefits
- 2) Insurance Premiums
- 3) Current Payroll Deductions

Each employee must respond to the District by giving written permission for any new or additional payroll deduction. If an employee fails to respond with written payroll deduction information, payroll deductions will continue or will be increased to the amount necessary to cover new insurance premiums.

ARTICLE VII

PAYROLL DEDUCTIONS

Section 1.

The District shall, on written authorization from the employee, deduct from the salary of any employee and make appropriate remittances thereof for annuities, Christmas Club Accounts, insurance or the regular monthly Association dues of its employees provided said deduction is approved by the Association and the employee and by the Superintendent for any other than those enumerated.

The Association and employee agrees to indemnify and hold the Board harmless against any and all claims, suits, orders or judgments brought or issued against the Board as a result of any action taken or not taken by the Board under the provisions of this Article.

ARTICLE VIII

WAGES AND SALARIES

Section 1. The salary of each employee shall be as determined on the salary schedule attached hereto and by this reference made a part hereof.

Section 2. Placement on Salary Schedule

Each employee shall be placed on his or her proper step on the salary schedule as of the effective date of this Agreement. This shall not be retroactive.

Section 3. Return of Issued Contracts

Contracts issued to employees shall be due no later than 21 calendar days after issuance. Contracts returned after 21 days may be accepted; however, the contract will be issued without increase of lane or step. Extensions of the 21-day deadline may be granted at the sole discretion of the Superintendent. Such a request must be made in writing.

Section 4. Credit for Experience

Credit for experience within the past ten years may be given for **previous** teaching experience in a duly accredited school upon initial employment. Additional experience credit may be given at the sole discretion of the Superintendent.

Section 5. Increments

Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service, with the exception of; the 1986-87 salary agreement in which each employee lost one (1) credit for increment until maximum is reached and the 1993-1994 salary agreement when each employee was frozen on the same increment the employee was on during 1992-1993.

Section 6. Educational Lanes

Employees on the regular salary schedule who move from one lane to a higher educational lane shall move to the corresponding eligible step on the high lane. Evidence of additional graduate credit must be filed with the Superintendent no later than five (5) days after the beginning of the school year. Teachers entering the Masters Level lanes (MA and MA+15) must have obtained an earned Masters Degree in a PK-12 Educational Field.

If Tri-County's staff development includes topics that are approved and/or directed by Southern Prairie AEA and/or Morningside College, then any employee has the right to receive recertification/graduate credit upon completing the required tasks. Tuition is the employee's responsibility. Limit one (1) credit per contract year.

Section 7. Pay Periods

Each employee shall be paid in twenty four (24) equal installments on the 10th and the 25th of each month with mandatory direct deposit for ALL employees. Regular payroll will take place on the 10th of each month and any extra pay will be paid on the 25th of each month. Examples: substitutes, any extra hours worked, bus driver activity trips. When the payday falls on or during the weekend, school holiday or vacation, the employee shall receive their paycheck on the last previous workday.

Section 8. Final Pay

Each employee who is terminating his or her employment with the District shall have the option of receiving all or any part of the earned contracted salary on the last pay period in the month of July

Section 9. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee at the School District's expense.

ARTICLE IX

EVALUATION PROCEDURES

A. All new employees shall be acquainted with the evaluation procedure by a member of the administrative staff within the first ten (10) working days of employment. Continuing employees shall be acquainted by a member of the administrative staff with any changes in the evaluation procedures to be observed.

B. The performance of all professional staff members in their first, second and the third year will be formally evaluated a minimum of two (2) times each school year and as deemed practical and necessary by the Administration. Beyond their third year of service, professional staff members will be formally evaluated as deemed necessary by the Administration. A post observation conference shall be held between the employee and the evaluator within fifteen (15) school days of the observation. Evaluations shall be reduced to writing and a copy of the evaluation will be given to the employee.

C. Each employee shall receive a written copy of all formal evaluations. The employee shall sign the evaluator's copy acknowledging receipt of the employee's copy. The employee's signature on the evaluation form shall be understood to indicate the employee's awareness of the material but in no instances shall said signature be interpreted to mean agreement with the content of the material.

D. The employee shall have the right to submit an explanation or other written statement regarding any material used for evaluation for inclusion in the employee's evaluation file. Any written statement by the employee shall be made at the time of the evaluation conference, or within three (3) working days of the conference.

E. Informal classroom visits by the Superintendent and/or designee may occur at any time.

F. The above provisions deal with but a single method of employee evaluation, i.e., evaluation of classroom teaching performance. Nothing in this Article is to be construed as precluding evaluation of employees by any other means whatsoever as deemed appropriate by the Administration of the School District.

G. The employee shall be notified and have the right to respond in writing to any complaint which is filed directly with the administration. Said response shall be within five (5) working days after notification of the complaint. Such complaints may at the discretion of the administration be placed in the personnel file after said opportunity to respond. A complaint, which is to be placed in the employee's personnel file, must name a specific instance or instances. The complaint shall not be of a general nature. This above procedure shall not be in effect in instances of investigations by the police or other authorities.

H. Any complaint by the Board or Administration against an employee will not be brought up at an open Board Meeting. It will be considered only if it is part of the Board Agenda (closed session business only), at which time the employee will be notified in order to have the opportunity to be present with representation at said Board Meeting.

ARTICLE X

SAFE SCHOOLS

The employee shall endeavor to provide and maintain a safe place of employment. All employees shall endeavor, in the course of performing the professional duties associated with their employment, to be alert to unsafe practices, equipment or conditions and to report the same to their building principal or another administrator. In the absence of an administrator notify the office secretary.

ARTICLE XI

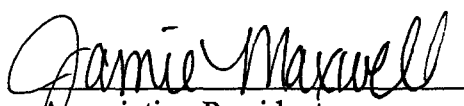
EFFECTIVE DATE

The Master Contract shall become effective on the first day of July 2005 and thereafter shall remain in full force and effective until June 30, 2007. This agreement is executed and agreed upon this March 19, 2007.

ARTICLE XII

MENTORING

Tri-County employees will follow the Beginning Teacher and Mentoring Application as filed with the Department of Education.


Association President


School Board President


Chief Negotiator
Association


Chief Negotiator
School Board

22925	ADVANCED 1 STEP FOR 2007-2008			INCREMENT	750	
YRS EXP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6
STEP	BA	BA+15	BA + 30	MA	MA + 15	MA+30
0	22925	23675	24425	25175	25925	26675
1	23675	24425	25175	25925	26675	27425
2	24425	25175	25925	26675	27425	28175
3	25175	25925	26675	27425	28175	28925
4	25925	26675	27425	28175	28925	29675
5	26675	27425	28175	28925	29675	30425
6	27425	28175	28925	29675	30425	31175
7	28175	28925	29675	30425	31175	31925
8	28925	29675	30425	31175	31925	32675
9	29675	30425	31175	31925	32675	33425
10	30425	31175	31925	32675	33425	34175
11	31175	31925	32675	33425	34175	34925
12	31925	32675	33425	34175	34925	35675
13	32675	33425	34175	34925	35675	36425
14	33425	34175	34925	35675	36425	37175
15	34175	34925	35675	36425	37175	37925
16		35675	36425	37175	37925	38675
17		36425	37175	37925	38675	39425
18			37925	38675	39425	40175
19			38675	39425	40175	40925
20			39425	40175	40925	41675
21				40925	41675	42425

The above Schedule includes Phase I and Phase II monies. If the State does not provide any or all of these dollars,

the schedule shall be adjusted to reflect the dollars the District did not receive from the State in Phase I and Phase II funding.

	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	Lane 6
step/ yr.ex	BA	BA+15	BA +30	MA	MA+15	MA+30
0	\$0.00					
1	\$94,700.00	\$0.00				
2	\$48,850.00	\$0.00	\$0.00			
3	\$0.00	\$25,925.00	\$0.00	\$0.00		
4	\$25,925.00	\$0.00	\$0.00	\$0.00		
5	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
6	\$54,850.00	\$0.00		\$0.00	\$0.00	
7	\$0.00	\$28,925.00				
8	\$28,925.00					
9	\$29,675.00	\$0.00			\$0.00	
10	\$0.00	\$0.00				
11	\$62,350.00	\$0.00	\$0.00	\$0.00		
12	\$63,850.00	\$32,675.00	\$0.00	\$34,175.00		
13	\$0.00	\$0.00	\$0.00			
14		\$0.00	\$0.00			
15			\$0.00			
16		\$0.00	\$0.00			
17		\$36,425.00	\$74,350.00			
18			\$0.00			
19			\$0.00		\$0.00	
20			\$78,850.00		\$0.00	\$20,837.50
21					\$0.00	\$21,212.50
TOTALS	\$409,125.00	\$123,950.00	\$153,200.00	\$34,175.00	\$0.00	\$42,050.00
STAFF #	15	4	4	1		
TOTAL SALARIES		\$762,500.00		TOTAL FTE	32.5	
SAL.TOTAL	\$762,500.00	\$35,750.00	4.919%			
FICA/IPERS	\$104,462.50	\$7,078.00	7.268%	SUPPLEMENTAL PAY		
INS/ANNUTY	\$165,120.00	\$0.00	0.000%	\$77,073.00	\$4,710.00	6.51%
TOTAL	\$1,109,155.50	\$47,538.00	4.478%	TOT PAC INC		
INSURANCE/ANNUITY BASE IS PER MONTH			\$430.00			

Experience in the field to which the teacher/coach is assigned is only the experience to be considered.

2007-2008		Percent						
Athletic Director		11%						
Football:	- Head	11%						
	- Assistant	8%						
	- Assistant	8%						
	- Junior High	6%						
	JH Asst.	5%						
Volleyball:	- Head	11%						
	- Assistant	8%						
	- Junior High	6%						
	JH Asst.	5%						
Boy's Basketball:	- Head	11%						
	- Assistant	8%						
	Junior High	6%						
	JH Asst.	5%						
Girl's Basketball:	- Head	11%						
	- Assistant	8%						
	- Junior High	6%						
	JH Asst.	5%						
Wrestling	- Head	11%						
	- Assistant	8%						
	- Junior High	6%						
	JH Asst.							
Track	- Boys	9%						
	- Girls	9%						
	- Assistant Var	7%						
	JH Headw/ass	5%						
	JH Asst.	4%						
	Junior High (N	6%						
Softball	- Head	11%						
	- Assistant	8%						
Baseball	- Head	11%						
	- Assistant	8%						
Golf	Girls' & Boys'	9%						
FFA		6%						
Cheerleading	Fall	4%						
Cheerleading	Winter	5%						
Instrumental Music		11%						
Pep Band		3%						
Vocal Music		11%						
Drama		7.34%						
Speech		3.66%						
Publications		9%						
Jr. Class Sponsor		565						
Jr. Class Sponsor		100						
Jr. Class Sponsor		100						
Sr. Class Sponsor		400						
Sr. Class Sponsor		400						
Chaperones:	- Varsity Girls'	600						
	- Jr. Varsity Gi	400						
	- Jr. High Girls'	300						
	- High School	400						
	- Jr. High Volle	300						
Tag		265						
Student Council		300						
Dance		3%						

Each teacher will be assigned to work two (2) events for which they will be compensated \$20.00 per event. After the two (2) events, teachers will be asked to work the balance of the events outside contract hours @ \$20.00 per event.

If a sufficient number of volunteers are not received, additional events will be assigned. Base pay for computing the supplemental salary schedule will be on the BA step.